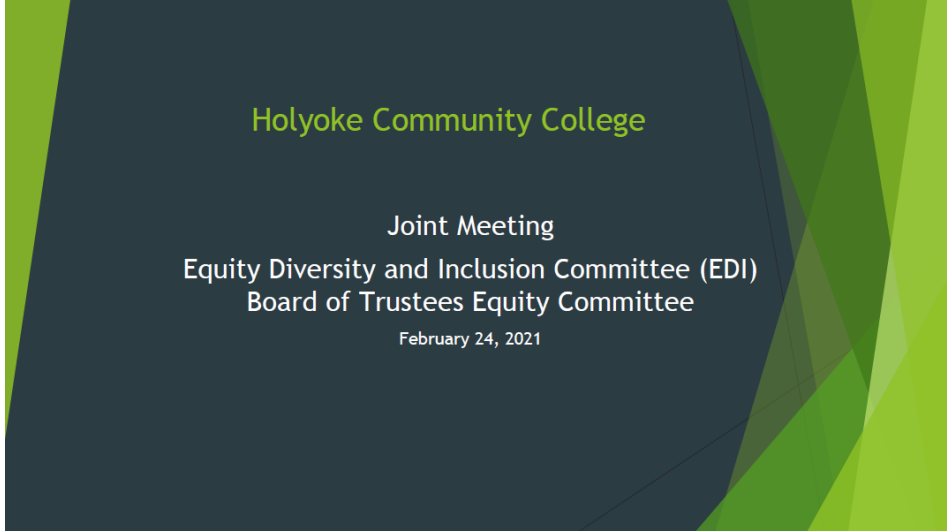


**HOLYOKE COMMUNITY COLLEGE
BOARD OF TRUSTEES
Equity Committee and Equity, Diversity, and Inclusion (EDI) Committee
Joint Meeting**

Minutes of February 24, 2021

MEMBERS PRESENT	Yolanda Johnson, Chair Charles Epstein Robert W. Gilbert, Jr. Suzanne Parker Trustee Gi
MEMBERS ABSENT	
ALSO PRESENT	Christina Royal, Karen Desjeans, Olivia Kynard, and Clara Elliott <u>EDI Committee Members:</u> Adina Giannelli, Terry Gibson, Stacy Graves, Liv Anna Homstead, Klara Karol, Lauren LeClair, Carlos Malave, Irma Medina, Monique Nelson, Aaron Palko, Emily Santianiello, Renee Tastad, Alexandra Wagman, and Todd Wonders
CALLED TO ORDER	This meeting was conducted remotely via Zoom and started at 1:02 pm
	The EDI presented their work:
	

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HCC EDI Members

Camille Close	Clara Elliott - ex officio
J. Gi - Student Trustee	Adina Giannelli - Vice Chair
Terry Gibson - Chair	Stacy Graves
Liv Anna Homstead	Klara Karol
Tricia Kiefer	Olivia Kynard - ex officio
Lauren LeClair - Secretary	Carlos Malave
Monique Nelson	Carolina Pena - Student Senate President
Robin Rondeau	Emily Santaniello
Kimberly Straceski	Renee Tastad
Marie Troppe	Alexandra Wagman
Todd Wonders	

Mission of EDI

“Equity, Diversity and Inclusion embraces and endorses the state and federal laws and policies that have been adopted by the Commonwealth, but will go beyond adherence to the letter of the law and adopt a set of standards that expresses the spirit of the law. EDI will collaborate with the College leadership and the campus community to provide support, consultation and training that will allow the College to embrace equity, diversity and inclusion in a transformative way.” Our goals and objectives include the following:

Goals and Objectives

- Assess the campus climate relative to equity, diversity and inclusion and offer recommendations as necessary
- Work in collaboration with the Center for Excellence (CFE) and other entities to support equity and social justice
- Support campus wide reflection and dialogue on various topics related to Affirmative Action and Civil Rights (a)
- Participate in education and training related to EDI topics and become conversant in the subject areas
- Provide the President and appropriate members of our campus with recommendations for policy, actions and activities relative to equity, diversity and inclusion.

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Campus Wide Equity Initiatives

- LGBTQIA+
- Anti-Racist Challenge
- VP Of Equity, Diversity and Inclusion or VP of Transformative Justice
- Campus Website and Repository for Equity Initiatives
- Racial Equity and Justice Institute (REJI)
- Center for Urban Education (CUE)
- Speaker presentation to address Trans Inclusion

LGBTQIA+ Task Force - Renee Tastad

- ▶ **Objective:** The purpose of the LGBTQIA+ Task Force is to make recommendations for institutional change to President Christina Royal so that the college can take appropriate steps to become a trans-affirming institution.
 - ▶ Recommendations related to Restrooms
 - ▶ Recommendations related to Workshops and Resources
 - ▶ Recommendations related to Identification

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Antiracist Challenge - Terry Gibson

"The Antiracist Challenge is a 7 week Knowledge of Diversity course designed to compile resources, cultivate stronger community and develop mutual understandings of what it means to be Antiracist. This course is being designed to encourage and equip us all with the knowledge needed to dismantle racist policy and practice within ourselves and our college community."

Proposal, VP of EDI or VP of Transformative Justice
Adina Giannelli

- ▶ To redress issues of equity, diversity, and inclusion on campus, the EDI Committee has proposed the creation of an Office of Transformative Justice.
- ▶ The Office of Transformative Justice will strengthen HCC's focus, intent, and purpose of building a stronger community. The office will host professional development trainings and workshops, programs, cohorts, and initiatives designed to encourage and support our campus community.
- ▶ To lead the office we propose the creation of a Vice President of Transformative Justice or Equity, Diversity and Inclusion, reporting to the President and serving as a member of Cabinet. The individual in this role will bring the lens of transformative justice to these spaces, diving into the root causes of our campus EDI issues.

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	<p><u>Leading for Change Racial Equity and Justice Institute (REJI) - Olivia Kynard</u></p> <p>REJI is a grassroots movement started in 2014 founded and hosted by Bridgewater State University. The consortium consists of 24 state campuses. The goal is to “provide professional development and support to member campuses in our efforts to close educational equity gaps.”</p> <p>The work of the committee this year is to support our campuses in advancing the work of racial equity during the pandemic with a focus on our students of color; black, indigenous people of color (BIPOC)</p> <p><u><i>Fall Curriculum</i></u></p> <ul style="list-style-type: none">- Advancing racial equity and justice on campuses- Enhancing campus team efficacy for this work during a pandemic <p><u><i>Spring Curriculum</i></u></p> <ul style="list-style-type: none">- Centering racial equity and justice in our work- Whiteness in higher ed - Identify ways in which white privilege, when practiced on campuses, disenfranchise and harm black, brown and other people of color at our campus <p><u>Center for Urban Education (CUE) - Alexandra Wagman and Klara Karol</u></p> <p>Funding through a Lumina grant supported 13 faculty and staff to participate in 6 - 4hr sessions facilitated by staff from the Center for urban Education (CUE) centered on racial equity in higher education. The faculty and staff engaged in a review of pedagogy, policy and practice using the tenants of the Equity Scorecard to examine their work through race conscious lens. This activity began in August 2021 and is concluding in February. In addition to the facilitated sessions, faculty and staff engaged in weekly debriefs and 1:1 meetings with the CUE facilitators. A report, highlighting example of the projects, is forthcoming.</p>
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Trans Inclusion Speaker - Olivia Kynard

Gia Sanchez, Esq. is Bristol Community College's Diversity & Title IX Officer. Prior to coming to Bristol, she was a partner in the Pittsburgh office of the law firm of Dickie, McCombe & Chilcote. Gia represented public educational institutions in discrimination, civil rights and education litigation for over twenty years. This included prevailing in jury trials and appeals before state and federal courts. She also has extensive experience representing schools before the Equal Employment Opportunity Commission (EEOC) and the Office for Civil Rights, United States Department of Education (OCR).

See: <https://thepublicradio.org/episode/this-is-bolivia-now-enland-gender-identity>. Gia gave a presentation entitled "Creating Inclusive Environments for Transgender Employees" for the South Coast HR Council on May 15, 2019.

On a lighter note, The New York Times published Ms. Sanchez's Tiny Love Story entitled "Living in the Light" on November 5, 2019 and November 20, 2019. See <https://www.nytimes.com/2019/11/05/style/tiny-modern-love-stories-i-couldnt-breathe-or-cancel.html>

Website and Repository - Todd Wonders,
Lauren LeClair

A Hispanic Serving Institution whose mission is to Educate. Inspire. Connect. should have a website that represents the students which it serves. It is the website subcommittee's goal to update the website so that it no longer *tokenizes* diversity and inclusivity, but instead reflects the community in which we learn, teach, and work. Although we have been told that this is not a priority, we strongly believe this needs to be front and center. If we fail to recognize all members of our community, we fail in our mission. This is our opportunity to join the small number of community colleges in the state of Massachusetts that are brave enough to take a bold public stance on diversity, equity, and inclusion so that HCC may truly Educate. Inspire. and Connect.

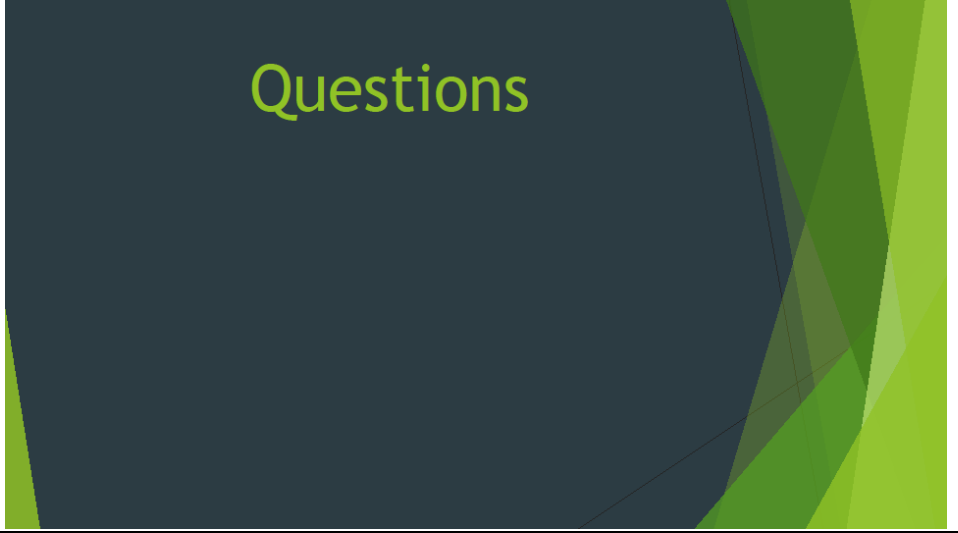
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	<p>Student Equity Initiatives - J. Gi</p> <ul style="list-style-type: none">▶ Menstrual Equity▶ Digital Equity▶ The Student view on the inclusivity of the NSO▶ Student Senate Projects <p><u>Resources</u></p> <ul style="list-style-type: none">- Brown-McNair, T., Bensimon, E.M., Malcom-Piqueux. <i>From Equity Talk to Equity Walk</i> (2020) Hoboken, NJ. Jossey-Bass- HCC Equity Blog, Ileana Vasu, Ben Hersey, Equity Blog as a doc- EDI Committee Google Site- https://cue.usc.edu- edicommitte@hcc.edu- cfe@hcc.edu- Resource Brochure.pdf- HCC Trans Inclusion resource packet 2020.pdf- HCC Library Anti-racist Resource List
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	<p>Links on Resource Page:</p> <p>Equity Blog as a doc</p> <p>EDI Committee Google Site</p> <p>https://cue.usc.edu/</p> <p>edicommitte@hcc.edu</p> <p>cfe@hcc.edu</p> <p>Resource Brochure.pdf</p> <p>HCC Trans Inclusion resource packet 2020.pdf</p> <p>HCC Library Anti-racist Resource List</p>
ADJOURNMENT	The meeting adjourned at 12 pm.

Respectfully submitted,

Karen Desjeans,
Board Liaison to Chair Johnson